

Current as of October 13, 2025

Christopher M. Berry, Ph.D.

Curriculum Vita

| | |
|---|--|
| John F. Mee Chair of Management and Professor of Organizational Behavior and Human Resource Management Department of Management & Entrepreneurship Kelley School of Business Indiana University | 1275 East 10 th Street Bloomington, IN 47405 812-856-7903 cmberry2@indiana.edu |
|---|--|

Education

| | |
|-------------|--|
| August 2007 | Ph.D., Industrial/Organizational Psychology University of Minnesota |
| May 2000 | B.A., Psychology (Magna Cum Laude) Whitworth College |

Academic Positions

| | |
|---------------------------|---|
| Summer 2025 – Present | Chair, Department of Management & Entrepreneurship Kelley School of Business, Indiana University |
| Summer 2018 – Present | John F. Mee Chair of Management, Department of Management & Entrepreneurship, Kelley School of Business, Indiana University |
| Summer 2018 – Present | Professor of Organizational Behavior and Human Resource Management, Department of Management & Entrepreneurship, Kelley School of Business, Indiana University |
| Summer 2014 – Spring 2018 | Associate Professor (with tenure), Department of Management & Entrepreneurship, Kelley School of Business, Indiana University |
| Fall 2009 – Spring 2014 | Assistant Professor, Department of Psychology, Texas A&M University |
| Fall 2007 – Spring 2009 | Assistant Professor, Department of Psychology, Wayne State University |

Honors and Awards

Tenured Faculty Research Award from the Kelley School of Business Department of Management and Entrepreneurship (2024)

Given to the tenured faculty member in the department with the greatest research productivity in the prior year.

William A. Owens Scholarly Achievement Award from the Society for Industrial and Organizational Psychology (2023)

This award is given in recognition of the best publication (appearing in a refereed journal) in the field of industrial and organizational psychology during the past full year (2022).

Scholarly Achievement Award from the Academy of Management Human Resources Division (2023)

Presented to the author(s) of the most significant article in human resource management published in 2022.

World's Top 2% Scientists List from Stanford University (2023)

A list of scientists that are in the top 2% of 2023 citations in one of the 174 subfields used in Stanford's list.

Finalist for Indiana University Trustees Teaching Award (2022 and 2024)

Given to a limited number of faculty university-wide to honor outstanding teaching during the prior calendar year.

Fellow, Society for Industrial and Organizational Psychology (elected 2019)

Awarded to "distinguished industrial and organizational psychologists who have made an unusual and outstanding contribution to the field."

Exceptional Inspiration and Guidance Award from the Kelley School of Business Doctoral Student Association (2019)

The faculty recipient of this award is recognized as someone who most inspires doctoral students through mentoring and interaction to perform superlative research.

*I was also a nominee for this award in 2015, 2016, 2017, 2021, and 2022.

8th Most Publications of All Authors in *Journal of Applied Psychology* between 2009-2014, per Kozlowski (2017)

Listed in Editor-in-Chief Steve Kozlowski's retrospective article in the *Journal of Applied Psychology* Centennial Issue as the author with the 8th most publications in the *Journal of Applied Psychology* between 2009 and 2014.

Top 20 Most-Cited Article in Popular Industrial-Organizational Psychology Textbooks (2017)

Chiaburu, Oh, Berry et al. (2011) was listed as the 20th most-cited article in Aguinis et

al.'s (2017) review of the most-cited articles in Industrial-Organizational Psychology textbooks.

Distinguished Early Career Contributions – Science Award from the Society for Industrial and Organizational Psychology (2015)

Given to one individual each year in recognition of distinguished early career contributions to the science of industrial and organizational psychology.

Kelley School of Business Research Award – Associate Professor (2014-2015)

Given to the Kelley School of Business associate professor with the best research record during 2014-2015; separate awards are given to the top assistant and full professors.

Finalist for the Faculty Distinguished Teaching Award from the Kelley School of Business Doctoral Student Association (2014-2015)

Awarded to a faculty member who has been not only exemplary at delivering course content, but who would be considered a model for faculty-doctoral student relationships.

Early Career Achievement Award from the Academy of Management Human Resources Division (2012)

Given to an individual who makes distinguished contributions to human resources management scholarship during the early- to mid-career stage.

Finalist for the *Journal of Organizational Behavior* Best Paper Award (2012)

Berry, Lelchook, & Clark (2012) was one of eight finalist papers nominated.

Reviewer of the Year for *Journal of Business and Psychology* (2011)

Presented to only four of the 300+ reviewers for *Journal of Business and Psychology*.

Meredith P. Crawford Fellowship (2006-2007)

Competitive award given by the Human Resources Research Organization in support of dissertation research.

John C. Flanagan Award (2004)

Granted by the Society for Industrial and Organizational Psychology for the best student paper at the 2004 conference.

Featured Top Posters at the 2009 and 2013 Society for Industrial and Organizational Psychology Conferences

Clark, Berry, & McClure (2009, April) and Zhao & Berry (2013, April) were chosen as one of a handful of posters to be presented at the “Featured Top Poster” event in their respective conferences. Zhao & Berry (2013) was also chosen as a finalist (top 3) for the John C. Flanagan Award for Outstanding Student Contribution to the conference.

Research

Unless otherwise indicated, authorship order was in order of contribution to the manuscript (e.g., first author contributed most and was lead author).

Publications in Peer-Reviewed Journals

*coauthors who were students at the time of publication are underlined; coauthors who were former students at the time of publication are double-underlined

Sackett, P. R., **Berry, C. M.**, Lievens, F., & Zhang, C. (in press). In defense of conservative estimation: A reply to Bobko et al. (2024). *International Journal of Selection and Assessment*.

Lee, Y., **Berry, C. M.**, & Rees, R. (in press). Eye of the beholder: A meta-analysis of personality traits' impact on psychological contract breach and job performance. *Journal of Vocational Behavior*.

* **Berry, C. M.** (2024). Personnel selection systems and diversity. *Current Opinion in Psychology*, 60, 101905.

*Invited article.

Berry, C. M., Lievens, F., Zhang, C., & Sackett, P. R. (2024). Insights from an updated personnel selection meta-analytic matrix: Revisiting cognitive ability's role in the validity-diversity dilemma. *Journal of Applied Psychology*, 109, 1611-1634.

Steele, L. M., Rees, R., & **Berry, C. M.** (2024). The role of self-interest in unethical pro-organizational behavior: A nomological network meta-analysis. *Journal of Applied Psychology*, 109, 362-385.

Berry, C. M. (2023). A critical examination and meta-analysis of the distinction between the dominance and antiegalitarianism facets of social dominance orientation. *Journal of Personality and Social Psychology*, 124, 413-436.

Sackett, P. R., **Berry, C. M.**, Zhang, C., & Lievens, F. (2023). Correcting for range restriction in meta-analysis: A reply to Oh et al. (2023). *Journal of Applied Psychology*, 108, 1311-1315.

Cho, I., **Berry, C. M.**, Payne, S. C., & Lee, P. (2023). Too good to be true? Are supervisor-perspective ratings a valid substitute for actual supervisor ratings? *Journal of Applied Psychology*, 108, 167-178.

Cho, I., Hu, B., & **Berry, C. M.** (2023). A matter of when, not whether: A meta-analysis of modesty bias in East Asian self-ratings of job performance. *Journal of Applied Psychology*, 108, 291-306.

Sackett, P. R., Zhang, C., & **Berry, C. M.** (2023). Challenging conclusions about predictive bias against Hispanic test-takers in personnel selection. *Journal of Applied Psychology*, 108, 341-349.

- Sackett, P. R., Zhang, C., **Berry, C. M.**, & Lievens, F. (2023). Revisiting the design of selection systems in light of new findings regarding the validity of widely used predictors. *Industrial and Organizational Psychology*, 16, 283-300.
- Sackett, P. R., **Berry, C. M.**, Lievens, F., & Zhang, C. (2023). A reply to commentaries on “Revisiting the design of selection systems in light of new findings regarding the validity of widely used predictors.” *Industrial and Organizational Psychology*, 16, 371-377.
- * Sackett, P. R., Zhang, C., **Berry, C. M.**, & Lievens, F. (2022). Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. *Journal of Applied Psychology*, 107, 2040-2068.
- * Winner of the 2023 William A. Owens Scholarly Achievement Award from the Society for Industrial and Organizational Psychology
- * Winner of the 2023 Scholarly Achievement Award from the Academy of Management Human Resources Division
- * Walter, S. L., Gonzalez-Mulé, E., Guarana, C. L., O’Boyle, E. H., **Berry, C. M.**, & Baldwin, T. T. (2021). The race discipline gap: A cautionary note on archival measures of behavioral misconduct. *Organizational Behavior and Human Decision Processes*, 166, 166-178.
- * Selected media coverage by Yahoo!, Fox 5 News Washington DC, Black Enterprise, Blavity, Daily KOS, EurekAlert!, ScienceNews, The Journal of Blacks in Higher Education, The Root, Your Black World.
- Berry, C. M.**, Zhao, P., Batarse, J., & Reddock, C. (2020). Revisiting predictive bias of cognitive ability tests against Hispanic American job applicants. *Personnel Psychology*, 73, 517-542.
- Lee, Y., **Berry, C. M.**, & Gonzalez-Mulé, E. (2019). The importance of being humble: A meta-analysis and incremental validity analysis of the relationship between honesty-humility and job performance. *Journal of Applied Psychology*, 104, 1535-1546.
- Shepherd, D., Patzelt, H., & **Berry, C. M.** (2019). Why didn’t you tell me? Voicing concerns over objective information about a project’s flaws. *Journal of Management*, 45, 1087-1113.
- Choi, J., Miao, C., Oh, I-S, **Berry, C. M.**, & Kim K. (2019). Relative importance of major job performance dimensions in determining supervisors’ overall job performance ratings. *Canadian Journal of Administrative Sciences*, 36, 377-389.
- Carpenter, N. C., & **Berry, C. M.** (2017). Are counterproductive work behavior and withdrawal empirically distinct? A meta-analytic investigation. *Journal of Management*, 43, 834-863.
- Fife, D. A., Mendoza, J. L., & **Berry, C. M.** (2017). Estimating incremental validity under missing data. *Multivariate Behavioral Research*, 52, 164-177.

- Kabins, A. H., Xu, X., Bergman, M. E., Berry, C. M., & Willson, V. (2016). A profile of profiles: A meta-analysis of commitment profiles. *Journal of Applied Psychology, 101*, 881-904.
- Berry, C. M., & Zhao, P.** (2015). Addressing criticisms of existing predictive bias research: Cognitive ability test scores still overpredict African Americans' job performance. *Journal of Applied Psychology, 100*, 162-179.
- * **Berry, C. M.** (2015). Differential validity and differential prediction: Understanding test bias in the employment context. *Annual Review of Organizational Psychology and Organizational Behavior, 2*, 435-463.
*Invited article.
- Kim, A., & **Berry, C. M.** (2015). Individual differences in social dominance orientation predict support for the use of cognitive ability tests. *Journal of Personality, 83*, 14-25.
- Berry, C. M., Cullen, M. J., & Meyer, J.** (2014). Racial/ethnic subgroup differences in cognitive ability test range restriction: Implications for differential validity. *Journal of Applied Psychology, 99*, 21-37.
- Beatty, A., Barratt, C. L., Berry, C. M., & Sackett, P. R. (2014). Testing the generalizability of indirect range restriction corrections. *Journal of Applied Psychology, 99*, 587-598.
- Berry, C. M., Barratt, C. L., Dovalina, C., & Zhao, P.** (2014). Can racial/ethnic subgroup criterion-to-test standard deviation ratios account for the conflicting differential validity and differential prediction evidence for cognitive ability tests? *Journal of Occupational and Organizational Psychology, 87*, 208-220.
- Carpenter, N. C., Berry, C. M., & Houston, L. (2014). A meta-analytic comparison of self- and other-reported organizational citizenship behavior. *Journal of Organizational Behavior, 35*, 547-574.
- Oh, I. S., Charlier, S. D., Mount, M. K., & **Berry, C. M.** (2014). The two faces of high self-monitors: Chameleonic moderating effects of self-monitoring on the relationships between personality traits and counterproductive work behaviors. *Journal of Organizational Behavior, 35*, 92-111.
- Berry, C. M., Sackett, P. R., & Sund, A.** (2013). The role of range restriction and criterion contamination in assessing differential validity by race/ethnicity. *Journal of Business and Psychology, 28*, 345-359.
- Berry, C. M., Kim, A., Wang, Y., Thompson, R., & Mobley, W.** (2013). Five-factor-model personality measures and sex-based differential prediction of performance. *Applied Psychology: An International Review, 62*, 13-43.

- Liu, Y., & **Berry, C. M.** (2013). Identity, moral, and equity perspectives on the relationship between experienced injustice and time theft. *Journal of Business Ethics*, 118, 73-83.
- Berry, C. M., Carpenter, N. C., & Barratt, C. L.** (2012). Do other-reports of counterproductive work behavior provide an incremental contribution over self-reports? A meta-analytic comparison. *Journal of Applied Psychology*, 97, 613-636.
- Berry, C. M., Lechhook, A. M., & Clark, M. A.** (2012). A meta-analysis of the interrelationships between employee lateness, absenteeism, and turnover: Implications for models of withdrawal behavior. *Journal of Organizational Behavior*, 33, 678-699.
- Berry, C. M., Clark, M. A., & McClure, T.** (2011). Racial/ethnic differences in the criterion-related validity of cognitive ability tests: A qualitative and quantitative review. *Journal of Applied Psychology*, 96, 881-906.
- *Chiaburu, D. S., Oh, I., **Berry, C. M., Li, N., & Gardner, R. G.** (2011). The relationship between Big Five personality traits and citizenship behaviors: A meta-analysis. *Journal of Applied Psychology*, 96, 1140-1166.
- *Listed as the 20th most-cited article in popular Industrial-Organizational Psychology textbooks in Aguinis et al.'s (2017) review
- Berry, C. M., Sackett, P. R., & Tobares, V.** (2010). A meta-analysis of conditional reasoning tests of aggression. *Personnel Psychology*, 63, 361-384.
- *Oh, I., & **Berry, C. M.** (2009). The five-factor model of personality and managerial performance: Validity gains through the use of 360 degree performance ratings. *Journal of Applied Psychology*, 94, 1498-1513.
- *Both authors contributed equally, authorship order was arbitrary.
- Berry, C. M., & Sackett, P. R.** (2009). Faking in personnel selection: Tradeoffs in performance versus fairness resulting from two cut score strategies. *Personnel Psychology*, 62, 835-863.
- Berry, C. M., & Sackett, P. R.** (2009). Individual differences in course choice result in underestimation of college admissions system validity. *Psychological Science*, 20, 822-830.
- Berry, C. M., Ones, D. S., & Sackett, P. R.** (2007). Interpersonal deviance, organizational deviance, and their common correlates: A review and meta-analysis. *Journal of Applied Psychology*, 92, 409-423.
- Berry, C. M., Sackett, P. R., & Landers, R. N.** (2007). Revisiting interview-cognitive ability relationships: Attending to specific range restriction mechanisms in meta-analysis. *Personnel Psychology*, 60, 837-874.

- Berry, C. M., Sackett, P. R., & Wiemann, S. A.** (2007). A review of recent developments in integrity test research. *Personnel Psychology*, 60, 271-301.
- Berry, C. M., Page, R. C., & Sackett, P. R.** (2007). Effects of self-deceptive enhancement on personality-job performance relationships. *International Journal of Selection and Assessment*, 15, 94-109.
- Sackett, P. R., Lievens, F., **Berry, C. M.**, & Landers, R. N. (2007). A cautionary note on the effects of range restriction on predictor intercorrelations. *Journal of Applied Psychology*, 92, 538-544.
- Berry, C. M., Gruys, M. L., & Sackett, P. R.** (2006). Educational attainment as a proxy for cognitive ability in selection: Effects on levels of cognitive ability and adverse impact. *Journal of Applied Psychology*, 91, 696-705.
- Sackett, P. R., **Berry, C. M.**, Wiemann, S., and Laczko, R. M. (2006). Citizenship and counterproductive work behavior: Clarifying relationships between the two domains. *Human Performance*, 19, 441-464.
- McDonell, M. G., Short, R. A., Hazel, N. A., **Berry, C. M.**, & Dyck, D. G. (2006). Multiple-family group treatment of outpatients with schizophrenia: Impact on service utilization. *Family Process*, 45, 359-373.
- Hazel, N. A., McDonell, M. G., Short, R. A., **Berry, C. M.**, Voss, W. D., Rodgers, M. L., & Dyck, D. G. (2004). Impact of multiple-family groups for outpatients with schizophrenia on caregivers' distress and resources. *Psychiatric Services*, 55, 35-41.
- McDonell, M. G., Short, R. A., **Berry, C. M.**, & Dyck, D. G. (2003). Burden in schizophrenia caregivers: Impact of family psychoeducation and awareness of patient suicidality. *Family Process*, 42, 91-103.

Books

- Lench, H., Schlegel, R., & **Berry, C. M.** (2013). *Guide to Elementary Statistics for Psychology, Second Edition*. Dubuque, IA: Kendall Hunt Publishing Company.
- Lench, H., Schlegel, R., & **Berry, C. M.** (2010). *Guide to Elementary Statistics for Psychology*. Dubuque, IA: Kendall Hunt Publishing Company.

Other Publications

- Sackett, P. R., & **Berry, C. M.** (2006). Theft at work. In S. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology* (pp. 800-803). Beverly Hills: Sage.

Dissertation

Berry, C. M. (2007). *Toward an understanding of evidence of differential validity of cognitive ability tests for racial/ethnic subgroups*. Unpublished dissertation, University of Minnesota.

Conference Papers/Presentations

*coauthors who were students at the time of presentation are underlined; coauthors who were former students at the time of presentation are double-underlined

Papers Winning Special Conference Honors

Zhao, P., & **Berry, C. M.** (2013, April). *Is overprediction of Black performance an artifact of observed validity?* Poster accepted for presentation at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

- Selected as a finalist (top 3) for the John C. Flanagan Award for Outstanding Student Contribution, and selected as a Featured Top Poster.

Chiaburu, D. S., Oh, I., **Berry, C. M.**, & Gardner, R. G. (2011, August). Pro-social and proactive citizenship behaviors and the Five-Factor Model: A meta-analysis. In N. Li & D. S. Chiaburu (Chairs), *Contrasting affiliative and change-oriented citizenship*. Symposium presented at the 2011 annual conference of the Academy of Management, San Antonio, TX.

- Selected as a Showcase Symposium.

Clark, M., **Berry, C. M.**, & McClure, T. (2009, April). *A meta-analytic comparison of relative Black-White cognitive ability test validity*. Poster presented at the 2009 annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

-Selected as a Featured Top Poster.

Berry, C. M., Gruys, M. L., & Sackett, P. R. (2004, April). *Educational attainment as a proxy for cognitive ability in selection*. Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Winner of the John C. Flanagan Award for Outstanding Student Contribution.

Other Conference Posters/Presentations

Berry, C. M., Ghafourian, T., & Sackett, P. R. (2025, April). *Relationship between cognitive saturation and validity of selection predictors* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Gonzalez-Mulé, E., **Berry, C. M.**, & Lee, Y. (2024, April). *A moderated-mediation model linking cognitive ability to employee health*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Berry, C. M., Lievens, F., Zhang, C., & Sackett, P. R. (2023, April). Towards resolving the validity-diversity dilemma: Insights from an updated meta-analytic matrix. In Q. C. Song

& C. Tang (chairs), *Multi-Objective Optimization 4.0: Applications in Personnel Selection*. Symposium presented at the 2023 annual conference of the Society for Industrial and Organizational Psychology, Boston, MA.

Lee, Y., & **Berry, C. M.** (2022, August). *A meta-analytic investigation of the use of the equity sensitivity construct in management research*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.

Cho, I., Hu, B., & **Berry, C. M.** (2021, April). *A meta-analysis of modesty bias in East Asian self-ratings*. Poster presented at the 2021 annual conference of the Society for Industrial and Organizational Psychology, virtual conference.

Zhao, P., & **Berry, C. M.** (2020, August). Personality profiles as predictors of job performance: A person-centered approach. In R. Heskiou-Ludwig & M. Rotundo (chairs). *Expanding theory, research, and the practice of discretionary performance behaviors in the 21st century workplace*. Symposium presented at the 2020 annual conference of the Academy of Management, virtual conference.

Lee, Y., Rosen, R., & **Berry, C. M.** (2019, August). Individual differences' impact on psychological contract breach, violation, and counterproductivity. In T. K. Keleman & S. H. Matthews (chairs). *Personality at work: Exploring the relationship with an eye on the situation*. Symposium presented at the 2019 annual conference of the Academy of Management, Boston, MA.

Lee, Y., **Berry, C. M.**, & Gonzalez-Mulé, E. (2019, April). *The criterion-related validity and incremental validity of honesty-humility: A meta-analysis*. Poster presented at the 2019 annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.

Cho, I., **Berry, C. M.**, & Payne, S. C. (2019, April). *Can supervisor-perspective ratings substitute for actual supervisor ratings?* Poster presented at the 2019 annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.

Lee, Y., Rosen, R., & **Berry, C. M.** (2018, August). *Individual differences and psychological contract breach and violation: A meta-analysis*. Paper presented at the 2018 annual conference of the Academy of Management, Chicago, IL.

Lee, Y., & **Berry, C. M.** (2018, April). *Expanding the domain of non-task performance: A critical review*. Poster presented at the 2018 annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Batarse, J. C., & **Berry, C. M.** (2017, April). *Factors affecting self-other agreement about employees' counterproductive work behavior*. Poster presented at the 2017 annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Zhao, P., Batarse, J. C., & Berry, C. M. (2017, April). Cognitive ability test scores underpredict Hispanic Americans' job performance. In J. M. Weinhardt & J. W. Beck (chairs), *Employee selection decision processes: Efficient, fair, and accurate*. Symposium presented at the 2017 annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Cho, I. Berry, C. M., & Payne, S. C., (2017, February). *Taking a supervisor's perspective: Self-supervisor agreement in job performance ratings*. Poster presented to the annual Industrial/Organizational and Organizational Behavior conference, Houston, Texas.
- Cho, I., Berry, C. M., & Payne, S. C. (2016, April). *Taking a meta-perspective: Korean self-supervisor agreement on work performance ratings*. Poster presented at the 2016 annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Kabins, A. H., Berry, C. M., & McCook, K. (2014, August). *Differential validity of the Five Factor Model: A large multi-sample investigation*. Paper presented at the 2014 annual meeting of the Academy of Management, Philadelphia, PA.
- Batarse, J. C., Zhao, P., & Berry, C. M. (2014, May). *Revisiting the Hispanic-White mean difference on job performance: A meta-analysis*. Poster presented at the 2014 annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Kabins, A. H., Xu, X., Bergman, M. E., Berry, C. M., & Willson, V. (2014, May). *A profile of profiles: A meta-analysis of commitment profiles*. Poster presented at the 2014 annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Carpenter, N. C., Rangel, B., & Berry, C. M. (2013, May). *Employees' perceptions of counterproductive work behavior sanctions influence self-reported enactment*. Poster presented at the 2013 annual conference of the Association for Psychological Science, Washington, D.C.
- Barratt, C. L., Dovalina, C. L., Zhao, P., Lomeli, L., & Berry, C. M. (2013, April). *Frequency versus time-lost: Not proxies for voluntary and involuntary absence*. presented at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Beatty, A., Berry, C. M., Barratt, C. L., & Sackett, P. R. (2013, April). *Testing the generalizability of indirect range restriction corrections*. Poster presented at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Dovalina, C. L., Berry, C. M., & Sackett, P. R. (2013, April). *Self-efficacy: Incremental validity beyond ability and implications for differential prediction*. Poster presented at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Kabins, A. H., Xu, X., Berry, C. M., & Bergman, M. E. (2013, April). A profile of profiles: A meta-analysis of commitment profiles. In A. H. Kabins & M. E. Bergman (chairs), *Profiles in commitment: Person-centered approaches to organizational commitment*. Symposium presented at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Zhao, P., & Berry, C. M. (2013, April). *Is overprediction of Black performance an artifact of observed validity?* Poster presented at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Kim, A., & Berry, C. M. (2013, January). *Support for cognitive ability tests represent social dominance concerns*. Poster presented at the 2013 annual conference of the Society for Personality and Social Psychology, New Orleans, LA.

Barratt, C. L., Dovalina, C., Zhao, P., & Berry, C. M. (2012, April). *Effects of subgroups' variances on cognitive ability test differential validity*. Poster presented at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Berry, C. M., Cullen, M. J., & Meyer, J. (2012, April). Race, range restriction, and ability tests: One million participants' data. In L. M. Hough (Chair), *Racial differences in personnel selection: Complex findings and ongoing research*. Symposium presented at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carpenter, N. C., & Berry, C. M. (2012, April). *Commitment and work behavior: The moderating role of promotion focus*. Poster presented at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carpenter, N. C., Houston, L., & Berry, C. M. (2012, April). *A meta-analytic comparison of self- and other-reported organizational citizenship behavior*. Poster presented at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Dovalina, C., & Berry, C. M. (2012, April). *Race differences in within-persons grade variability*. Poster presented at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carpenter, N., & Berry, C. M. (2011, August). *A meta-analytic examination of the redundancy and distinctiveness between CWB and withdrawal*. Paper presented at the 2011 annual conference of the Academy of Management, San Antonio, TX.

Chiaburu, D. S., Oh, I., Berry, C. M., & Gardner, R. G. (2011, August). Pro-social and proactive citizenship behaviors and the Five-Factor Model: A meta-analysis. In N. Li & D. S. Chiaburu (Chairs), *Contrasting affiliative and change-oriented citizenship*. Symposium

presented at the 2011 annual conference of the Academy of Management, San Antonio, TX.

Carpenter, N. C., Barratt, C. L., & Berry C. M. (2011, August). Self-reports and other-reports of counterproductive work behavior: A meta-analysis. In S. M. Stewart & M. L. Gruys (Chairs), *New discoveries of antecedents and correlates of counterproductive work behavior*. Symposium presented at the 2011 annual conference of the American Psychological Association, Washington, DC.

Barratt, C. L., Berry, C. M., & Sackett, P. R. (2011, April). *Predictor intercorrelations and indirect range restriction: Do new corrections generalize?* Poster presented at the 2011 annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Berry, C. M. (2011, January). *Extraverted jerks don't make good coworkers: Extraversion and agreeableness interact to predict contextual performance*. Poster presented at the 2011 annual conference of the Society for Personality and Social Psychology, San Antonio, TX.

Berry, C. M., Kim, A., Wang, Y., & Thompson, R. (2010, August). *Employment-oriented personality measures and sex-based differential prediction of performance*. Paper presented at the 2010 annual conference of the Academy of Management, Montreal, Canada.

Berry, C. M., Carpenter, N., & Barratt, C. (2010, May). *Self-reports versus non-self-reports of Counterproductive Work Behavior: A meta-analysis*. Poster presented at the 2010 annual conference of the Association for Psychological Science, Boston, MA.

Berry, C. M. (2010, April). *Advantages of differential validity analyses over differential prediction analyses*. Poster presented at the 2010 annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Berry, C. M., & Kim, A. (2010, April). *Sex-based differential prediction in employment-oriented Five-Factor Model personality measures*. Poster presented at the 2010 annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Lelchouk, A., Clark, M. A., & Berry, C. M. (2010, April). *Testing competing models of interrelationships between withdrawal behaviors: A meta-analysis*. Poster presented at the 2010 annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Sund, A., & Berry, C. M. (2010, April). *Asian-White differential validity of the SAT: Accounting for criterion contamination*. Poster presented at the 2010 annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Lowmaster, S. E., Williams, G., Berry, C. M., & Morey, L. C. (2010, March). *The convergence of implicit and explicit measures of aggression*. Poster presented at the 2010 annual meeting of the Society for Personality Assessment, San Jose, CA.
- Oh, I., & **Berry, C. M.** (2009, August). *The five-factor model of personality and managerial performance measured using 360 degree ratings*. Poster presented at the 2009 annual meeting of the Academy of Management, Chicago, IL.
- Lelchook, A., Clark, M., & Berry, C. M. (2009, April). *A meta-analytic update of the absenteeism-turnover relationship*. Poster presented at the 2009 annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Berry, C. M., Clark, M., & McClure, T.** (2009, April). *Meta-analysis of relative Asian-White criterion-related validity of cognitive ability tests*. Poster presented at the 2009 annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Clark, M., Berry, C. M., & McClure, T. (2009, April). *A meta-analytic comparison of relative Black-White cognitive ability test validity*. Poster presented at the 2009 annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- McClure, T., Berry, C. M., & Clark, M. (2009, April). *Meta-analysis of Hispanic-Caucasian cognitive test validity differences in educational admissions*. Poster presented at the 2009 annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Berry, C. M., & Sackett, P. R.** (2008, April). *Toward understanding race differences in validity of cognitive ability tests*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Berry, C. M., & Sackett, P. R.** (2008, April). *Black-White differences in the properties of academic performance ratings*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Simon, K., **Berry, C. M., & Sackett, P. R.** (2008, April). *Self-efficacy's effects on performance and differential prediction*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Berry, C. M., & Sackett, P. R.** (2008, March). The validity of the SAT at the individual course level. In G. Milewski (Chair), *Broadening the predictors and criteria of college success*. Symposium conducted at the 2008 annual meeting of the American Educational Research Association, New York.
- Berry, C. M., Sackett, P. R., & Tobares, V.** (2007, April). *A meta-analysis of conditional reasoning tests of aggression*. Poster to be presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

- Berry, C. M., & Sackett, P. R.** (2007, April). *Effects of faking and variance of faking in select-out systems*. Poster to be presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.
- Berry, C. M., Sackett, P. R., & Landers, R. N.** (2006, May). Comprehensive meta-analysis of interview-ability correlations: Less related than we thought. In K. L. Ferstl, & U. C. Klehe (Chairs), *New insights into the constructs underlying structured interview performance and validity*. Symposium conducted at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Berry, C. M., Ones, D. S., & Sackett, P. R.** (2006, May). *Meta-analysis of interpersonal deviance, organizational deviance, and their common correlates*. Poster presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Berry, C. M., Page, R. C., & Sackett, P. R.** (2005, April). The role of self-deceptive enhancement in personality testing for personnel selection. In D. S. Ones, & C. Viswesvaran (Chairs), *Usefulness of social desirability scales, faking scores, and potential alternatives*. Symposium conducted at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Berry, C. M., Wiemann, S. A., & Sackett, P. R.** (2005, April). *A review of recent developments in integrity testing research*. Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Berry, C. M., Sackett, P. R., Lievens, F., & Landers, R. N.** (2005, April). *A cautionary note on range restriction and predictor intercorrelations*. Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Berry, C. M., Gruys, M. L., & Sackett, P. R.** (2004, April). *Educational attainment as a proxy for cognitive ability in selection*. Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wiemann, S. A., **Berry, C. M.**, Laczko, R. M., & Sackett, P. R. (2004, April). *Citizenship and counterproductive work behavior: Single continuum or distinct constructs?* Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Berry, C. M., Laczko, R. M., & Sackett, P. R.** (2003, April). *Banding, performance, and minority hiring: Further Monte Carlo simulations*. Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Invited Presentations

- Berry, C. M. (2024, October). "Challenging the role of general mental ability in personnel selection: Implications for diversity in organizations." Invited speaker at Singapore Management University's Organisational Behaviour and Human Resources Speaker Series.
- Berry, C. M. (2019, February). "Not all contracts are created equal: The impact of individual differences on psychological contract breach, violation, and counterproductive work behavior." Invited speaker at the Brown Bag Series of the Management Department in the University of Georgia's Terry College of Business.
- Berry, C. M. (2017, September). "Cognitive ability test scores underpredict Hispanic American's job performance." Invited speaker at the Brown Bag Series of University at Buffalo's Organization and Human Resources Department.
- Berry, C. M. (2016, November). "Cognitive ability test scores underpredict Hispanic Americans' job performance." Invited speaker at the Distinguished Lecture Series of Bowling Green State University's Industrial/Organizational Psychology Department.
- Berry, C. M. (2016, May). "The Hispanic-White mean difference on job performance and its implications for differential prediction." Invited speaker at the Personnel and Human Resources Research Group conference, Richmond, VA.
- Berry, C. M. (2016, April). "Distinguished Early Career Contributions – Science Award: Test bias, differential validity, and other things along the way." Invited speaker at the Society for Industrial and Organizational Psychology conference, Anaheim, CA.
- Berry, C. M. (2016, April). "Revisiting the Hispanic-White mean difference on job performance." Invited speaker at the Human Resources and Organizational Dynamics Department in the Haskayne School of Business, University of Calgary, Canada.
- Berry, C. M. (2016, February). "Revisiting the Hispanic-White mean difference on job performance." Invited speaker at the Social-Personality-Organizational Area brownbag in the Psychology Department at University of Illinois, Urbana-Champaign, IL.
- Oh, I., & Berry, C. M. (2015, April). "Statistical and methodological procedures for meta-analysis." Invited Friday Seminar Professional Development Workshop at the Society for Industrial and Organizational Psychology conference, Philadelphia, PA.
- Berry, C. M. (2012, February). "Is overprediction of African American performance incompatible with the cumulative empirical evidence?" Invited speaker at the Personnel and Human Resources Research Group conference, Houston, TX.
- Berry, C. M. (2011, March). "New evidence regarding differential validity of cognitive ability tests." Invited speaker at the Colloquia Series for Industrial/Organizational Psychology at Rice University.

- Berry, C. M. (2009, October). "Factors affecting conclusions regarding the criterion-related validity of personality tests." Invited speaker at the Colloquia Series for Industrial/Organizational Psychology at Texas A&M University.
- Berry, C. M. (2009, September). "Factors affecting conclusions regarding the criterion-related validity of personality tests." Invited speaker at the First Year Seminar for Psychology Graduate Students at Texas A&M University.
- Berry, C. M. (2009, January). "What's wrong with GPA? Why using GPA criteria results in underestimation of college admissions system validity." Invited speaker at the Brown Bag Colloquia Series for the Industrial/Organizational Psychology Program at Bowling Green University, Bowling Green, OH.
- Berry, C. M. (2007, November). "A meta-analysis of conditional reasoning tests of aggression." Invited speaker at the University of Minnesota Industrial/Organizational Psychology Programs' 50- year Reunion, Minneapolis, MN.
- Berry, C. M. (2007, October). "Toward an understanding of evidence of differential validity of cognitive ability tests for racial/ethnic subgroups." Invited speaker at the Human Resources Research Organization's Meredith P. Crawford Fellowship Award Address, Alexandria, VA.

Technical Reports

- Berry, C. M., & Sackett, P. R. (2009). *Controlling for criterion contamination by using individual course grades criteria: Effects on validity and differential validity of college admissions systems*. Unpublished technical report submitted to the College Board.
- Sackett, P. R., & Berry, C. M. (2007). *The validity of the SAT at the individual course level: A progress report*. Unpublished technical report submitted to the College Board.
- Berry, C. M. (2005). *Talent management summary report*. Submitted to Personnel Decisions International.

Teaching

Courses I have Taught

Leading Organizations (MBA)
 Seminar in Human Resource Management (doctoral)
 Seminar in Organizational Behavior (doctoral)
 Human Resource Management (undergraduate)
 Statistics for Research I (doctoral)
 Elementary Statistics for Psychology (undergraduate)
 Current Issues in Organizational Science (doctoral)

Survey of Industrial and Organizational Psychology (undergraduate)
 Methods of Meta-analysis (doctoral)
 Personnel Selection (doctoral)
 Psychology and the Workplace (undergraduate)
 Independent Studies (doctoral)
 Peng Zhao, Spring 2015, *Cognitive Ability Tests and Predictive Bias*
 Peng Zhao, Fall 2015, *Methods of Meta-analysis*
 Youngduk Lee, Spring 2017, *Methods of Meta-analysis*
 Rebecca Rosen, Fall 2017, *Methods of Meta-analysis*

Graduate Mentorship

Dissertation Committees I have chaired:

Rebecca Rees (completed 2022, Indiana University)
 Youngduk Lee (completed 2020, Indiana University)
 Peng Zhao (completed 2020, Indiana University)
 Clare Barratt (completed 2015, Texas A&M University)

Dissertation Committees on which I have served:

Savannah Asay (in progress, Indiana University)
 Anastasia Okaomee (completed 2025, Indiana University)
 Pooja Sumasundaram (completed 2024, Indiana University)
 Ji Woon Ryu (completed 2022, Indiana University)
 Kyle Bradley (completed, 2017, Indiana University)
 Inchul Cho (completed, 2017, Texas A&M University)
 Harry Joo (completed, 2016, Indiana University)
 Alex Kier (completed, 2016, Indiana University)
 Laura Lomeli (completed 2015, Texas A&M University)
 Adam Kabins (completed, 2013, Texas A&M University)
 Nichelle Carpenter (completed 2012, Texas A&M University)
 Ning Li (completed 2012, Texas A&M University)
 Malissa Clark (completed 2009, Wayne State University)

Dissertation Proposal Examination Committees which I have chaired or on which I have served:

Brittani Jackson (Chaired, completed 2025, Indiana University)
 Ziwei Zhao (Served, completed 2020, Indiana University)
 Yu Wang, (Chaired, completed 2019, Indiana University)
 Dan Way, (Chaired, completed 2018, Indiana University)
 Heeryung Kim (Served, completed 2017, Indiana University)
 Jane Barton (Served, completed 2015, Indiana University)

Master's Thesis Committees I have chaired:

Juan Carlos Batarse (completed 2015, Texas A&M University)
 Christen Dovalina (completed 2014, Texas A&M University)

Master's Thesis Committees on which I have served:

Olabisi Asenuga (completed 2012, Texas A&M University)
 Cort Rudolph (completed 2009, Wayne State University)

Advisor for Minor in Organizational Behavior and Human Resource Management

Anastasia Okaomee (completed 2021, Lilly School of Philanthropy, Indiana University)
 Elise Boruvka (completed 2020, School of Public and Environmental Affairs, Indiana University)
 Jennifer Park (completed 2019, Department of Instructional Systems Technology, Indiana University)
 Yue Lie (completed 2018, Department of Counseling Psychology, Indiana University)
 Taha Hameduddin (completed 2017, School of Public and Environmental Affairs, Indiana University)

Professional and Service Activity

Kelley School Service

2023 – Member of the Faculty Review Committee
2022-2023 – Chair of the Research Policy Committee
2019-2020 – Chair of the Faculty Review Committee
2019-2021 – Member of the Promotion and Tenure Procedures Taskforce
2018-2019 – Member of the Faculty Review Committee
2017 – Panelist on the Kelley School of Business Doctoral Programs Informational Session
2016 – 2018, Doctoral Policy Committee Representative for the Department of Management & Entrepreneurship
2016 – 2018, Member of Doctoral Program Task Force
2014 – 2016, Member of the Research Policy Committee
2016 – Volunteer faculty attendee at Kelley Direct Admit Day

Department Service

Department of Management & Entrepreneurship, Indiana University

2025 – present, Chairperson, Department of Management & Entrepreneurship
2024 – Co-Chair of Job Candidate Search Committee (two tenure-track lines, hired Anna Lennard and Jacob Levitt)
2022 – Chair of Job Candidate Search Committee (two tenure-track lines, hired Chelsea Song and Andrew Speer)

- 2019 – 2020**, Grader for Organizational Behavior and Human Resource Management Ph.D. students' first year papers
- 2017 – 2018**, Member of the Management & Entrepreneurship Web Site Task Force
- 2016 – 2018**, Chair of the Doctoral Program Committee
- 2016 –** Chair of Job Candidate Search Committee (two tenure-track lines, hired Cristiano Guarana and Ernest O'Boyle)
- 2016 – 2018**, I-I-I-O! Coordinator
- 2015 – 2020**, Creator of the Organizational Behavior and Human Resource Management sections of Ph.D. students' comprehensive exams
- 2015 –** Member of Job Candidate Search Committee (one tenure-track line, hired Sheryl Walter)
- 2014 – Present**, Grader for the Organizational Behavior and Human Resource Management and Research Methods sections of Ph.D. students' comprehensive exams
- 2014 – Present**, Review applications to Ph.D. program in Organizational Behavior and Human Resource Management
- 2014 – 2016, 2018-present**, Member of the Doctoral Program Committee

Other Service at Indiana University

- 2017 –** Consulted with and helped the Department of Psychological and Brain Sciences with their Assistant Professor in Psychology-Business search. This involved meeting with the search committee to discuss how and where to post the job ad, fielding questions from interested candidates, discussing candidates with the search committee, and having meals with the job candidates.
- 2017 –** Panelist on the Department of Psychological and Brain Sciences' Graduate School Information Session.

Department of Psychology, Texas A&M University

- 2010 – 2014**, Member of the Graduate Studies Committee
- 2013 – 2014**, Industrial/Organizational Area Graduate Admissions Coordinator
- March 2013 –** Guest speaker in Jyotsna Vaid's graduate seminar on race and gender
- 2010 – 2012**, Industrial/Organizational Area Graduate Admissions Co-coordinator
- Fall 2010 – Spring 2011**, Industrial/Organizational Area Colloquium Coordinator
- 2009 – 2014**, Industrial/Organizational Area Graduate Fellowship Letter Writer
- 2009 –** Guest speaker in the Psychology Department's First Year Seminar
- 2009 –** Guest speaker in the I/O Area's Colloquium series

Academic Discipline Professional and Service Activity

Associate Editor

Journal of Applied Psychology (January 2014 – December 2020). Action editor on 394 new manuscripts during my term.

Editorial Boards

Journal of Applied Psychology (January 2012 – December 2013, January 2020 – Present)
Journal of Business and Psychology (April 2011 – Present)
Personnel Psychology (July 2010 – December 2013, January 2023 – Present)

Occasional Ad Hoc Reviewing for Journals

Academy of Management Discoveries
Academy of Management Journal
Applied Psychology: An International Review
Entrepreneurship Theory and Practice
Group and Organization Management
Human Resource Management Review
Human Performance
Industrial and Organizational Psychology
International Journal of Selection and Assessment
Journal of Business Ethics
Journal of Management
Journal of Occupational and Organizational Psychology
Journal of Research in Personality
Journal of Vocational Behavior
Organizational Behavior and Human Decision Processes
Perspectives on Psychological Science
Political Psychology
Psychological Bulletin

Occasional Ad Hoc Reviewing for Funding Agencies

National Science Foundation (United States)
Social Sciences and Humanities Research Council of Canada

Other Appointments

2016-2017, Member of the GRE Technical Advisory Committee. Primary role was to provide significant input to the research agenda for the GRE program, to provide technical and psychometric support for the program, and to ensure the technical quality of both the final GRE research reports and of the new GRE research proposals before these are shared with the GRE Board Research Committee.

Service for Professional Societies

2023 – 2025, Facilitator for the Academy of Management Organizational Behavior Division's OB Research Roundtables Forum
2023 – 2025, Facilitator for the Academy of Management Human Resources Division's HR Division Research Roundtable Networking Forum
2023, Panelist for the Academy of Management Strategic Management Division's Distinctiveness Dialogue – Strategic Management and Organizational Behavior

- 2019-2021**, Member of the Society for Industrial and Organizational Psychology's Distinguished Early Career Contributions – Science Award Committee
- 2019**, Facilitator for the Academy of Management conference's Second Annual Human Resources Division Research Networking Roundtable Forum
- 2019**, Panelist for Academy of Management Human Resources Division's Doctoral Consortium
- 2017**, Invited "OB Expert" for the Academy of Management Organizational Behavior Division's "Making Connections with OB Experts: A Networking Social"
- 2017**, Presenter in the Academy of Management Research Methods Division's "Ask the Experts: Quantitative Research" Professional Development Workshop
- 2017**, Member of Academy of Management Human Resources Division's Early Career Achievement Award Committee
- 2017**, Speaker at the Society for Industrial and Organizational Psychology's Junior Faculty Consortium
- 2016**, Member of Academy of Management Human Resources Division's Best Student Convention Paper Award Committee
- 2015**, Member of Academy of Management Human Resources Division's Ralph Alexander Best Dissertation Award Committee
- 2015**, Panelist for Academy of Management Human Resources Division's Junior Faculty Consortium
- 2015**, Presenter in the Society for Industrial and Organizational Psychology Conference's Friday Seminar Professional Development Workshop on "Statistical and methodological procedures for meta-analysis"
- 2014-2017**, Panelist for Academy of Management Human Resources Division's Doctoral Consortium
- 2013**, Chair of Academy of Management Human Resources Division's Scholarly Achievement Award Committee
- 2013**, Panelist for the Academy of Management Human Resources Division's Junior Faculty Consortium

Past and Present Professional Memberships

Academy of Management
 Association for Psychological Science
 Personnel and Human Resources Research Group
 Society for Industrial and Organizational Psychology
 Society for Personality and Social Psychology

Grant Activity

Grants on which I was Principal Investigator

Berry, C. M. (2012). *Racial/ethnic subgroup differences in college grade variability: Implications for racial bias in grading*. American Educational Research Association Research Grant. (\$19,716). Submitted 9/19/12, not funded.

Berry, C. M. (2008-2009). *The progression of withdrawal model: A test using meta-analysis and structural equation modeling*. University Research Grant, Wayne State University. (\$10,000). Funded and accepted.

Grants on which I was a Consultant

Jiang, L. (2016-2017). *A meta-analytic comparison of universal versus industry-specific safety climate measures*. Pilot Projects Research Training Program, Midwest Center for Occupational Safety and Health. (\$14,628). Funded and accepted.